A STUDY OF FARM EMPLOYMENT NEEDS

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INTRODUCTION

In February 1987, Tanka Research was commissioned by Saskatchewan Agriculture's Advisory Committee on Farm Employment Needs to undertake a study examining farm employment needs in the province, and to identify measures for meeting these needs.

Two focus group sessions - one among farm employers; the other among farm employees - comprised Stage 1 of the project. The findings arising from the sessions were used to develope the questionnaire which would provide quantitative measurement of all areas of vital and potential concern. The focus group report was submitted under separate cover in February.

Stage 2 of the project was comprised of a telephone survey among farm employers and employees in Saskatchewan.

A total of seven hundred and fifty interviews were conducted among farm employers. Respondents were identified as, "that person responsible for managing the farm operation". All were screened to ensure they had hired help within the past three years.

Of the total sample, six hundred were selected randomly among farm households in Saskatchewan - one hundred in each of the six Farm Labour Pool districts.

The balance of the sample was drawn from lists supplied by the client. This was done in order to allow adequate representation from farm employers involved in operations other than grain production.

One hundred interviews were conducted among farm employees. The sample was drawn from lists supplied by provincial agricultural representatives. Up to three callbacks were made to each of the contact names provided.

All interviews were conducted from March 24 to April 16, 1987 from Tanka's telephone center in Regina using the company's computer assisted interviewing system. The questionnaire was pretested to ensure its clarity and ease of execution. The company's trained interviewers executed the fieldwork under the guidance of Tanka's supervisory personnel.

A sample size of seven hundred and fifty warrants a level of statistical accuracy at a 3.5% margin of error based on a 95% level of confidence. For the employee group of 100, the level of accuracy is reduced to a 10% margin of error.

We are pleased to submit this report, confident that it contains valuable decision making information for Saskatchewan Agriculture's Advisory Committee on Farm Employment Needs.

TANKA RESEARCH

MAJOR FINDINGS

1.0 DEMOGRAPHIC CHARACTERISTICS

1.1 Employers

1.1.1 Number of Employees Hired

* The majority (59%) of employers surveyed reports to have hired one to two employees on a casual or part-time basis last year. Twenty-five percent (25%) said they hired three or more.

* Just over half (52%) report to have hired any employees on a seasonal basis last year, while only 29% reports to have hired on a year-round basis.

1.1.2 Average Duration of Employment

* Just over half (53%) of the employers say that their employees stay with them for less than a year, 35% say for one to five years, while 10% say for more than five years.

1.2 Employees

1.2.1 Type of Farm Job Last Held

* Looking at their most recent farm job, 43% of the employees surveyed say they were employed on a year-round basis, 43% on a seasonal basis, and the remainder (14%) say it was on a casual or part-time basis.

1.2.2 Duration of Employment

* One-third (33%) of all employees say they have been with their most recent employer for less than one year, another one-third (32%) say one to five years, while 35% say it has been over five years.

2.0 GENERAL ATTITUDES TOWARD THE FARM EMPLOYMENT SITUATION

2.1 Employers

2.1.1 Required Changes

* Just over one-quarter (26%) of all employers mention "increase the price of grain/economy to improve" as the major change required to improve the farm employment situation. Eighteen percent (18%) see "more training programs/subsidized training" as being the major change required.

2.1.2 Likeliness of Hiring in the Future

* Most (80%) employers say that it is at least somewhat likely that they will continue to hire help in the next five years. Majorities across each type of farming enterprise foresee this as being the case.

2.2 Employees

2.2.1 Required Changes

* As was the case with the employers surveyed, "increase price of grain/economy to improve" is seen by employees as the major change required to improve the farm employment situation, at 30 percent. This is followed by changes related to improved working conditions, such as hours and wages, at 28 percent.

2.2.2 Likeliness of Seeking Employment on a Farm in the Future

* Most (88%) of the employees surveyed say it is at least somewhat likely that they will continue to seek employment on a farm in the next few years.

3.0 CONDITIONS OF EMPLOYMENT

3.1 Hours of Work

* Employers and employees were asked to estimate the average number of hours worked by employees during seeding and harvesting last year. Majorities within each group (employers - 52%; employees - 62%) say that 10-14 hours were worked during seeding. For harvesting, however, a majority of employers (52%) indicates that their employees worked 10-14 hours, while among employees, a majority (56%) estimates over fourteen hours had been worked by them.

* Both groups were also asked to estimate the average number of hours worked per month by employees from April to October of last year. The majority of employers (63%) reports that their employees worked 180 hours or less per month during that period. However, most employees (70%) say they worked over 180 hours per month during that same period.

* When asked to estimate the average number of hours worked per month by employees from November to March of last year, the majority of employers (56%) estimates under 140 hours. However, most employees (69%) say they worked over 140 hours per month during that same period.

3.2 Rate of Pay

* The majority of employers surveyed (68%) indicates that they pay their employees on an hourly basis as opposed to monthly (32%). Among employees, 57% report to have been paid monthly, while 43% say it was hourly.

* Among employers following a monthly payment schedule, 26% say they paid their employees under $1000 per month, 54% say $1000-$1600 per month, while 9% say they paid over $1600 per month.

* Among employees, 4% say they were paid under $1000 per month, 74% say $1000-$1600 per month, while 19% say they were paid over $1600 per month.

* The majority of employers following an hourly payment schedule (58%) say their employees were paid $4.50-$6.00 per hour. Among employees, however, the majority (54%) reports to have earned $6.51-$9.00 per hour.

4.0 EMPLOYMENT PRACTICES

4.1 Compensation for Extra Hours Worked

* Twenty-eight percent (28%) of all employers say they pay overtime wages for extra hours worked. Fourty percent (40%) say they give employees time off in lieu of paying overtime wages.

* Among employees, 13% say they were paid overtime wages at their most recent farm job; 40% say they were given time off in lieu of overtime wages.

* Regardless of their stated practice, the majority (58%) of all employers feels farm employees should be compensated for extra hours worked. Thirty-one percent (31%) disagree. Among employers supporting the idea, almost half (48%) think overtime wages is the best way to compensate employees for overtime, 27% think time off is the best way, while 12% support a bonus idea.

4.2 Holidays

* Fourty-seven percent (47%) of all employers say they give their employees regularly scheduled holidays. Fifty-three percent (53%) of the employees surveyed claim this was the case at their most recent farm job.

4.3 Written Agreements

* Just over one-fifth (21%) of all employers say they have a written agreement with employees which outlines the terms of employment. This compares with 16% of the employee group who say this was the case at their most recent farm job.

* Nevertheless, majorities within each group (employers - 68%; employees - 74%) agree at least somewhat with the suggestion that an employer should have a written agreement with his employees which outlines the terms of employment.

4.4 Accommodations

* Sixty percent (60%) of all employers say that providing employees with on-farm accommodations has been a standard practice on their farm. Most (90%) employers indicate that employee accommodation has not been a problem on their farming operation. Similarly, virtually all employees (99%) say that accommodations have not been a problem to them when working on a farm.

5.0 RECRUITMENT PRACTICES OF EMPLOYERS

* Over one-third (38%) of all employers indicate they have experienced problems in recruiting hired help. "Lack of experience/training" and "lack of responsible/hardworking employees" head the list of reported problems.

* Word of mouth is by far the most frequently cited method of recruiting new farm employees, at 86 percent of total mentions. Among those who have used the Canada Farm Labour Pool (22% of all employers surveyed), most (70%) voice satisfaction with their services. Among those voicing dissatisfaction, the most common complaint relates to the perceived inexperience of the employees provided.

6.0 OTHER PERSONNEL PRACTICES

* Most of the employers claim that they "always" provide clear job instructions, encourage employees to ask questions, praise employees for good service, familiarize new employees with the farming operation, and check employees' work.

* However, only half (50%) say they "always" provide adequate supervision. Thirty-nine percent (39%) say they do this only "sometimes", while 10% admit it is "rarely" or "never." Similarly, only 43% of all employers say they "always" provide financial rewards for good performance. Thirty-four percent (34%) say they "sometimes" follow this practice, while 21% say they "rarely" or "never" do this.

* Employees do not perceive their employers to have followed these practices with the same frequency. Those areas where the greatest variation in perception occur include: encouraging employees to ask questions, praising employees for good service, and checking employees' work.

7.0 SKILLS REQUIRED TO DO THE JOB

* Employers and employees were read a list of employee skills, and asked to rate each in terms of importance to their particular farming operation. Employers in grain production award the highest ratings to machinery operating skills for tractors, cars and trucks, tillage and seeding equipment, and grain loaders. This group also awards a comparatively high rating to the servicing and maintenance of machinery.

* On the other hand, employers involved in livestock production award the highest rating to livestock care, feeding and management. These employers also assign high ratings to machinery operating skills for tractors, and cars and trucks.

* On the whole, employees do not vary in their perception of which skills are more important given their particular job. However, it is noteworthy that employees within each type of farming operation assign higher ratings to virtually all skills than do their respective employers.

* Almost half (48%) of all employers say they have had employees who lacked the skills required to adequately carry out their job. Mechanical aptitude, or general lack of experience with equipment, is seen by the greatest number as that skill which was lacking by employees.

8.0 NEED FOR TRAINING

* Almost three-quarters of all employers (71%) agree at least somewhat with the suggestion that new farm employees should receive farm employment training before working on a farm. Most of these employers (75%) feel that the training should be a combination of on and off-farm.

* Approximately one-third (30%) of all employees surveyed agree at least somewhat with the suggestion that they need more training for the type of work they do. Just over half (57%) of these employees say that a combination of on-farm and off-farm training works best for them. Fourty-three percent (43%) say on-farm training only.

* Those employers and employees who perceive a need for training were asked whether financial assistance should be available for people wishing to take such training. Most respondents in each group (employers - 80%; employees - 90%) feel it should. Majorities (employers - 69%; employees - 89%) feel the cost should be shared by the government and the employer.

9.0 ATTITUDES TOWARD LABOUR LEGISLATION FOR FARM WORKERS

* Just over two-thirds of all employees (68%) agree at least somewhat with the suggestion that there should be labour legislation which gives farm workers greater protection. However, among employers there is no real consensus as to whether they would support labour legislation for farm workers, even if it took into consideration the special needs of farming such as hours of work.

* The majority of employers supports greater protection for employees for the recovery of wages not paid by employers (88%), and to a lesser extent, minimum wages (69%) and holidays with pay (52%). There is an even split of opinion among employers as to whether farm workers should have greater protection for hours of work.

* Most employers (79%) and employees (82%) agree at least somewhat with the suggestion that Workers' Compensation should be compulsory for all farm employees.

INDEX

1.0 DEMOGRAPHIC CHARACTERISTICS

1.1 Employers

1.1.1 Farm Type 1
1.1.2 Number of Employees Hired 3
1.1.3 Average Duration of Employment 5

1.2 Employees 7

2.0 GENERAL ATTITUDES TOWARD THE FARM EMPLOYMENT SITUATION

2.1 Employers

2.1.1 Required Changes 10
2.1.2 Likeliness of Hiring in the Future 12

2.2 Employees

2.2.1 Farm Employment as a Career 13
2.2.2 Required Changes 16
2.2.3 Likeliness of Seeking Employment on a Farm in the Next Few Years 18

3.0 CONDITIONS OF EMPLOYMENT

3.1 Hours of Work 19
3.2 Rate of Pay 24

4.0 EMPLOYMENT PRACTICES 28

4.1 Compensation for Overtime 29
4.2 Holidays 31
4.3 Written Agreements 33
4.4 Accomodations 34

5.0 RECRUITMENT PRACTICES OF EMPLOYERS 35

6.0 OTHER PERSONNEL PRACTICES 40

7.0 SKILLS REQUIRED TO DO THE JOB 43

8.0 NEED FOR TRAINING 50

9.0 ATTITUDES TOWARD LABOUR LEGISLATION FOR FARM WORKERS 57

APPENDIX

1.0 DEMOGRAPHIC CHARACTERISTICS

1.1 Employers

1.1.1 Farm Type

Table 1 examines employers' main farm business, according to Farm Labour Pool district.

"Would your main farm business be..." (choices read)

TABLE 1

FARM TYPE
ACCORDING TO FARM LABOUR POOL DISTRICT *

n = 750	OVERALL %	NW %	NE %	CW %	CE %	SW %	SE %
Grain farming	61	75	66	57	70	61	53
Beef cattle	12	12	11	5	9	19	18
Dairy production	12	3	9	18	13	9	20
Hogs	6	6	10	7	1	6	6
Poultry	3	1	1	9	4	1	-
Vegetables	3	2	1	3	3	4	3
Sheep	1	1	-	1	1	-	1
Other	1	1	3	-	-	-	-

* Columns may not total 100% due to rounding.

The highest concentration of grain farmers reporting to hire help appear to be in the North West and Central East Farm Labour Pool districts.

On the other hand, those involved in beef production are found to be concentrated more in the South, those in dairy production in the South East and Central West districts.

1.1.2 Number of Employees Hired

Farm employers were asked how many employees they hired on a casual, seasonal, and year-round basis last year. Hiring practices are shown in Table 2 below, according to farm type.

"How many casual or part-time employees did you have last year?"
"How many seasonal employees did you have last year?"
"And how many did you employ on a year-round basis?"

TABLE 2

NUMBER OF EMPLOYEES HIRED
ACCORDING TO FARM TYPE *

n = 750	OVERALL %	Grain %	Beef %	Dairy %	Hogs %	Poultry %	Vegs %	Other %
CASUAL/PART-TIME								
None	16	16	18	18	24	-	-	13
1 - 2	59	65	59	52	59	10	15	38
3 - 5	16	16	10	18	15	14	25	13
Over 5	9	3	12	11	-	76	60	38
SEASONAL								
None	48	45	48	60	63	76	20	50
1 - 2	43	48	43	37	30	10	20	25
3 - 5	6	7	2	2	7	14	30	-
Over 5	2	1	5	1	-	-	30	25
YEAR-ROUND								
None	71	82	54	40	52	76	90	63
1 - 2	24	15	38	53	39	14	-	38
3 - 5	3	2	3	7	7	5	5	-
Over 5	1	1	4	-	2	5	5	-

* Columns may not total 100% due to rounding.

As shown in Table 2, the majority (59%) of employers surveyed reports to have hired one to two employees on a casual or part-time basis last year. Twenty-five percent said they hired three or more.

Those involved in poultry, vegetable, and dairy production appear to have hired a greater number of casual or part-time help than producers in other industries.

Just over half (52%) of the employers surveyed say that they hired seasonal help last year. Vegetable producers appear more likely than others to fall into this category.

Only 29% of respondents report to have hired employees on a year-round basis. This is found to be more prevalent among those involved in dairy and hog production.

1.1.3 Average Duration of Employment

Employers were also asked how long their employees usually work for them. Just over half (53%) say their employees stay with them for less than one year.

As one might expect, variation in the data exists by type of work provided, as shown in Table 3 below.

"On average, how long do your employees work for you - less than 1 year, 1 - 5 years, or more than 5 years?"

TABLE 3

AVERAGE DURATION OF EMPLOYMENT
ACCORDING TO TYPE OF WORK PROVIDED *

n = 750	OVERALL %	Casual Only %	Seasonal Only %	Casual/ Seasonal %	Year-Round %	Year-Round + other %
Less than 1 year	53	71	46	51	16	36
1 - 5 years	35	21	41	40	60	47
More than 5 years	10	6	14	9	24	15
Can't say	1	1	-	-	-	1

* Columns may not total 100% due to rounding.
Example: Among those who hire on a casual basis only, 71% say their employees work for them for less than 1 year, 21% say their employees work for them for 1 - 5 years, etc.

As one might expect, those who employed casual help last year say that their employees stay with them for a shorter period of time. Conversely, those who employed year-round help report that their employees stay with them for a longer period of time.

1.2 Employees

Among the total sample of employees, 3% say they have worked as a farm employee for less than one year, 37% say for one to five years, and 60% for over five years.

Just over one-third (37%) say they have held other jobs (unrelated to agriculture) in the past three years. The more popular jobs reported were truck driving and construction.

Most of the employees surveyed (79%) say they grew up on a farm, while 17% say they grew up in a small town. Few (4%) report to have grown up in a city.

The majority (59%) of employees surveyed did not graduate from high school. Twenty-three percent (23%) are high school graduates, while 17% have at least some university or technical training. Fourty percent (40%) say they received training other than formal education.

As shown in Table 4, on the following page, the majority (72%) of the employees surveyed last worked on a grain farm.

"What kind of farm did you last work on?"
(Choices not read)

TABLE 4

TYPE OF FARM LAST WORKED ON *

n = 100	Percent
Grain	72
Dairy	11
Hogs	6
Beef cattle	4
Other **	7

* Column may not total 100% due to rounding.
** Includes all farms receiving fewer than three mentions.

Looking at their most recent farm job, 43% say they were employed on a seasonal basis, 43% on a year-round basis, and the remainder (14%) say that it was on a casual or part-time basis. Table 5 analyzes the data according to the type of farm employees last worked on.

"Were you employed on a casual or part-time, seasonal, or year-round basis?"

TABLE 5

TYPE OF WORK
ACCORDING TO TYPE OF FARM LAST WORKED ON *

n = 100	OVERALL %	Grain %	Dairy %	Hogs %	Beef %	Other %
Casual/Part-time	14	14	9	17	-	29
Seasonal	43	54	9	-	25	29
Year-round	43	32	82	83	75	43

* Columns may not total 100% due to rounding.

As shown in Table 5, those who last worked on a grain farm are more likely to have worked on a seasonal basis, while those employed in other types (dairy, hogs, and beef cattle) are more likely to have worked on a year-round basis.

In Table 6, consistent with the findings in the employer survey, those employed on a year-round basis report to have worked for their employer for a longer period of time, than do those who were employed on a casual or seasonal basis.

"How long did you work for your most recent farm employer?"

TABLE 6

DURATION OF EMPLOYMENT
ACCORDING TO TYPE OF WORK *

n = 100	OVERALL %	Casual %	Seasonal %	Year-round %
Less than 1 year	33	57	49	9
1 - 5 years	32	21	30	37
Over 5 years	35	21	21	53

* Columns may not total 100% due to rounding.

2.0 GENERAL ATTITUDES TOWARD THE FARM EMPLOYMENT SITUATION

2.1 Employers

2.1.1 Required Changes

Employers were asked what changes were needed to improve the farm employment situation in Saskatchewan. Responses are shown according to farm type, in Table 7 below.

"What changes do you feel are needed to improve the farm employment situation in Saskatchewan?" (Free response)

TABLE 7

IMPROVEMENTS TO THE FARM EMPLOYMENT SITUATION
ACCORDING TO FARM TYPE *

n = 750	OVERALL %	Grain %	Beef %	Dairy %	Hogs %	Poultry %	Vegs %	Other %
Increase price of grain/improve economy	26	28	30	22	20	5	5	25
More training programs/subsidized training	18	18	20	24	15	5	5	13
Subsidies/farmer hiring incentives	9	9	7	8	17	14	-	-
Need dependable/ employees	7	7	3	10	11	10	-	13
Improve wages/ conditions	6	6	10	5	4	14	10	13
Take away UIC/ welfare/give work incentive	3	2	5	5	2	-	10	13
Improve farmer image/farm employees	3	2	1	4	15	-	5	-
Other	3	3	1	2	-	-	10	-
Don't know	25	25	23	20	15	52	55	25

* Columns may not total 100% due to rounding.

"Increase price of grain/ improve economy", stands out as the major suggestion category among employers, particularly among those involved in beef production.

"More training programs/ subsidized training", is a category cited more frequently by dairy producers, while, "subsidies/ farmer hiring incentives", receives above-average mention from those involved in hogs and poultry.

2.1.2 Likeliness of Hiring in the Future

While the vast majority of employers feels that changes are required to improve the farm employment situation, most (80%) say it is at least somewhat likely that they will continue to hire help in the next five years. As shown in Table 8, majorities within each farm type take this view.

"How likely do you think it is that you will continue to hire help in the next five years. Would you say it is very likely, somewhat likely, somewhat unlikely, or very unlikely?"

TABLE 8

LIKELINESS OF HIRING HELP IN THE NEXT FEW YEARS
ACCORDING TO FARM TYPE *

n = 750	OVERALL %	Grain %	Beef %	Dairy %	Hogs %	Poultry %	Vegs %	Other %
Very likely	57	50	58	82	63	90	80	50
Somewhat likely	23	26	21	11	28	10	10	25
Somewhat unlikely	9	11	10	2	4	-	5	13
Very unlikely	9	11	8	4	2	-	-	13
Can't say	2	2	4	1	2	-	5	-

* Columns may not total 100% due to rounding.

2.2 Employees

2.2.1 Farm Employment as a Career

Employees were asked what was the main reason they chose to work on a farm. The majority (56%) of employees cite the fact that they were raised on a farm as the main reason. As shown in Table 9 below, this is found to be a stronger rationale among the older employees interviewed.

"Why did you choose to work on a farm?"

TABLE 9

REASONS WHY CHOSE TO WORK ON A FARM
ACCORDING TO AGE *

n = 100	OVERALL %	< 25 %	25-40 %	41-60 %	> 60 %
Raised on a farm/have the background	56	53	49	67	83
Like the work	27	22	38	21	17
No other work available	12	16	8	13	-
Plan to start own farm	3	6	3	-	-
Other	1	3	-	-	-
Can't say	1	-	3	-	-

* Columns may not total 100% due to rounding.

Employees were asked for a level of agreement or disagreement to a statement dealing with farm employment as a career.

Most (74%) agree at least somewhat with the suggestion that they would recommend farm employment as a career to young people. This is found to be the case across all age groups, as shown in Table 10 below.

"I would recommend farm employment as a career to young people."

TABLE 10

RECOMMEND FARM EMPLOYMENT TO YOUNG PEOPLE ACCORDING TO AGE *

n = 100	OVERALL %	< 25 %	25-40 %	41-60 %	> 60 %
Agree strongly	14	13	16	17	-
Agree somewhat	60	39	59	54	83
Disagree somewhat	21	22	16	29	17
Disagree strongly	5	6	8	-	-

* Columns may not total 100% due to rounding.

It is noteworthy that employees who last worked in grain production are more likely than others to disagree with the statement, at 29 percent.

Those who disagreed with the statement were asked why they would not recommend a career in farm employment.

As shown in Table 11, on the following page, the main rationale relates to the current state of the agricultural economy.

"Why would you not recommend farm employment as a career to young people?"

TABLE 11

REASONS FOR NOT RECOMMENDING FARM EMPLOYMENT *	
n = 26	Percent
Agricultural economy unstable	46
Not steady/not enough hours	19
Low wages	12
Hard work	8
Other	12
Can't say	4

* Column may not total 100% due to rounding.

2.2.2 Required Changes

All employees were asked what changes they felt were required to make farm employment a more attractive career. Resulting responses are shown in Table 12 below.

"What changes do you feel are needed to make farm employment a more attractive career?" (Free response)

TABLE 12

REQUIRED CHANGES TO MAKE FARM EMPLOYMENT A MORE ATTRACTIVE CAREER *

n = 100	Percent
Grain prices/improve economy	30
Working conditions/improve wages	28
More job security/stability	7
Better training/education	7
Other	1
Can't say	27

* Column may not total 100% due to rounding.

As was the case with the employers, "grain prices/ improve economy", is the category receiving most frequent mention, at 30 percent. Employees under 25, and those who last worked in grain or hog production are more likely than others to see this as being necessary.

Conversely, responses related to improved working conditions, such as hours and wages, are mentioned more frequently by employees over 40, and those who last worked in the dairy or beef industries.

2.2.3 Likeliness of Seeking Employment on a Farm in the Next Few Years

As was the case with the employers interviewed, most (88%) employees say it is at least somewhat likely that they will continue to seek employment on a farm in the next few years. As shown in Table 13, those under 25 are more likely than others to foresee this as being the case.

"How likely is it that you will continue to seek employment on a farm in the next few years - is it very likely, somewhat likely, somewhat unlikely, or very unlikely?"

TABLE 13

LIKELINESS OF SEEKING EMPLOYMENT ON A FARM ACCORDING TO AGE *

n = 100	OVERALL %	< 25 %	25-40 %	41-60 %	> 60 %
Very likely	61	59	68	67	17
Somewhat likely	27	34	22	17	67
Somewhat unlikely	9	6	8	8	17
Very unlikely	3	-	3	8	-

* Columns may not total 100% due to rounding.

Analyzing intentions by the type of operation employees last worked on, we note that those who last worked on a grain farm are the only group to say it is at least somewhat unlikely that they will continue working on a farm, at 17 percent.

The following section looks at the conditions of employment as reported by both the employer and employee groups.

3.0 CONDITIONS OF EMPLOYMENT

3.1 Hours of Work

Employers were asked to estimate the average number of hours their employees worked per day during seeding and harvesting last year. Employees were asked to provide the same estimates. Comparisons in responses are shown in Table 14 below.

EMPLOYERS: "Looking at last year, what was the average number of hours that your employees worked per day during seeding? What about during harvesting?"

EMPLOYEES: "Looking at your most recent farm job, what was the average number of hours you worked during seeding? What about during harvesting?"

TABLE 14

AVERAGE NUMBER OF HOURS WORKED DURING SEEDING AND HARVESTING ACCORDING TO GROUP *

	SEEDING		HARVESTING	
	Employers %	Employees %	Employers %	Employees %
Under 10	37	7	25	5
10 - 14	52	62	52	38
Over 14	10	31	21	56
Can't remember	2	-	1	-

* Columns may not total 100% due to rounding.
Among employers who hired during seeding (75%) and harvesting (79%) last year.
Among employees who worked during seeding (90%) and harvesting (91%) last year.

As is evident from the data, there is some variation in the number of hours reported by the two groups, particularly with respect to harvesting.

Majorities within each group (employers - 52%; employees - 62%) say that an average of 10-14 hours were worked during seeding. However, for harvesting, a majority of employers (52%) indicates that their employees worked 10-14 hours, while among employees, a majority (56%) estimates over fourteen hours.

Both groups were then asked to estimate the average number of hours worked per month by employees from April to October of last year. Comparisons are shown according to farm type in Table 15, on the following page.

EMPLOYERS: "What was the average number of hours your employees worked per month from April to October of last year?"

EMPLOYEES: "What was the average number of hours you worked per month from April to October of last year?"

TABLE 15

AVERAGE NUMBER OF HOURS WORKED PER MONTH FROM APRIL TO OCTOBER ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Under 160	35 (6)	34 (6)	30 (9)	28 (-)	37(25)	60(na)	65(na)	57 (-)
160 - 180	28(22)	28(25)	20 (-)	30(25)	42(75)	15(na)	25(na)	43 (-)
181 - 200	17(36)	18(39)	15(36)	20(25)	16 (-)	15(na)	5(na)	-(17)
Over 200	10(34)	10(28)	18(55)	11(50)	2 (-)	5(na)	-(na)	-(83)
Can't say	10 (2)	10 (3)	18 (-)	11 (-)	2 (-)	5(na)	-(na)	- (-)

* Columns may not total 100% due to rounding.
Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.
Among employers who hired (92%), and employees who worked (98%) during that period.

Once again, we note a considerable amount of variation in the estimates provided by the two groups.

Looking at the overall data, a majority of employers (63%) reports their employees worked 180 hours or less per month from April to October last year. However, among employees, most (70%) say they worked over 180 hours per month during that same period.

Those in dairy production report the highest number of hours worked from April to October last year. Among the dairy employers, 33% say their employees worked over 180 hours per month during that period. However, among the dairy workers, 91% estimate they worked over 180 hours.

Both groups were also asked to estimate the average number of hours worked per month by employees from November to March of last year. Comparisons are shown according to farm type in Table 16 below.

EMPLOYERS: "And what was the average number of hours your employees worked per month from November until now (March)?"

EMPLOYEES: "And what was the average number of hours you worked per month during the period from November until now (March)?"

TABLE 16

AVERAGE NUMBER OF HOURS WORKED PER MONTH FROM NOVEMBER TO MARCH ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Under 120	43(16)	51(16)	34 (9)	37 (-)	21(20)	55(na)	70(na)	-(50)
120 - 140	13(15)	12(16)	16 (-)	14 (-)	11(60)	10(na)	-(na)	50 (-)
141 - 160	21(40)	15(50)	21(18)	22(67)	57 (-)	10(na)	30(na)	50 (-)
Over 160	13(29)	9(18)	24(73)	18(33)	11(20)	15(na)	-(na)	-(50)
Can't say	9 (-)	13 (-)	4 (-)	10 (-)	- (-)	10(na)	-(na)	- (-)

* Columns may not total 100% due to rounding.
Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.
Among employers who hired (44%), and employees who worked (68%) during that period.

Looking at the overall data, a slight majority of employers (56%) suggests that their employees worked 140 hours or less per month from November to March of last year. However, among employees, over two-thirds (69%) say they worked over 140 hours per month during that same period.

Once again, those involved in the dairy industry report the highest number of hours worked. Fourty-five percent of the employers in this category say their employees worked over 140 hours per month during that period. This compares with 91% of the employees who say they worked that amount.

3.2 Rate of Pay

The majority of employers (68%) indicates that they pay their employees on an hourly basis as opposed to monthly (32%). Among the employees surveyed, 57% report that they were paid monthly, while 43% say it was hourly.

Both groups were asked to provide the average level of gross wages that they were paid last year. The following two tables analyzes responses according to farm type. Table 17 examines monthly wages and Table 18, the hourly wages.

Asked to those who indicated a monthly payment schedule ...

EMPLOYERS: "What was the average level of gross wages you paid your employees per month last year?"

EMPLOYEES: "What was the average level of gross wages you got paid per month last year?"

TABLE 17

AVERAGE LEVEL OF GROSS WAGES PER MONTH
ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
< $800	11 (-)	11 (-)	16 (-)	14 (-)	-(na)	-(na)	33(na)	- (-)
$800-999	15 (4)	15 (3)	12 (-)	19(25)	7 (-)	50(na)	33(na)	- (-)
$1000-1199	27(24)	33(19)	27(11)	16(50)	7(50)	-(na)	-(na)	-(40)
$1200-1600	27(50)	20(53)	33(67)	39 (-)	50(50)	-(na)	-(na)	-(40)
Over $1600	9(19)	7(19)	12(22)	-(25)	21 (-)	50(na)	-(na)	-(20)
Can't say	11 (4)	13 (6)	10 (0)	10 (-)	- (-)	-(na)	33(na)	- (-)

* Columns may not total 100% due to rounding.
Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.

A considerable amount of variation in evident in the level of monthly wages reported by the two groups.

Twenty-six percent of the employers following a monthly payment schedule say their employees were paid under $1000 per month, 54% say they were paid $1000-$1600, while 9% say they were paid over $1600 per month on average.

Among employees, only 4% say they were paid under $1000 per month, 74% say they were paid $1000-$1600, while 19% say they were paid over 1600 dollars. Those employed in the dairy industry report the highest level of monthly wages, with two-thirds (67%) saying they earned $1200-$1600, and an additional 22% saying they earned over $1600 per month.

Conversely, employers and employees in the beef industry report lower levels of monthly wages.

Asked to those who indicated an hourly payment schedule ...

BOTH GROUPS: "What was the hourly rate?"

TABLE 18

HOURLY RATE
ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
< $4.50	3 (-)	2 (-)	7 (-)	4 (-)	3 (-)	-(na)	-(na)	- (-)
$4.50-6.50	58(32)	52(33)	59 (-)	69 (-)	73(100)	53(na)	88(na)	100 (-)
$6.51-9.00	29(54)	32(53)	27(50)	22 (-)	17 (-)	16(na)	6(na)	-(100)
Over $9.00	5 (7)	7 (8)	2 (-)	2 (-)	7 (-)	26(na)	-(na)	- (-)
Can't say	5 (7)	6 (6)	5(50)	4 (-)	- (-)	5(na)	6(na)	- (-)

* Columns may not total 100% due to rounding.
Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.

Once again, differences in reported salaries are detected between the two groups.

The majority of employers (58%) following an hourly payment schedule say their employees were paid $4.50-$6.50 per hour. Among employees, however, the majority (54%) reports to have earned $6.51-$9.00 per hour.

Nevertheless, the highest level of hourly wages is reported by those involved in grain. This holds true for both the employer and employee groups.

All employers were asked whether any of the wages had been subsidized by a government program. Almost one-fifth (19%) say that they had. Table 19 analyzes responses by farm type.

EMPLOYERS: "Were any of these wages subsidized by a government program?"

TABLE 19

SUBSIDIZED WAGES
ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Yes	19	13	34	19	30	14	35	57
No	81	86	66	81	70	86	65	43

* Columns may not total 100% due to rounding.

Employers involved in the vegetable, dairy and hog industries are the most likely to have had wages subsidized by a government program.

4.0 EMPLOYMENT PRACTICES

Employers were read a list of employment practices, and asked whether they followed each on their farming operation.

In the case of the employees, respondents were asked whether each was a standard practice on the farm they last worked.

EMPLOYERS: "I am going to read you a number of employment practices, and would like you to tell me whether or not each has been a standard practice on your farming operation..."

EMPLOYEES; "I am going to read you a number of employment practices, and would like you to tell me whether each was followed at the farm you most recently worked..."

TABLE 20

EMPLOYMENT PRACTICES FOLLOWED
ACCORDING TO GROUP *

	Yes %	No %	Can't Remember %
Getting paid overtime wages for extra hours worked	28 (13)	71 (87)	2 (-)
**Getting time off instead of getting paid overtime wages	40 (40)	30 (46)	1 (1)
Getting regularly scheduled holidays	47 (53)	51 (47)	3 (-)
Having a written agreement which outlines the terms of employment	21 (16)	79 (84)	1 (-)

* Rows sum horizontally and may not total 100% due to rounding.
Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.
** Asked only to those who said overtime wages were not paid.

The following sub-sections examine each employment practice in greater detail.

4.1 Compensation For Overtime

As we saw in Table 20, a plurality (40%) within each group reports time off in lieu of overtime wages as being the standard practice of compensation for overtime.

It should be noted that virtually all (93%) of the employees who received time off in lieu of overtime wages say they are satisfied with this practice.

Conversely, twenty-eight percent (28%) of all employers say that they paid their employees overtime wages. Looking at the rate paid by these employers, 43% say they paid regular time, 32% say they paid time and a half, while 13% say they paid out a bonus.

Among the employees, 13% say they were paid overtime wages. Thirty-eight percent (38%) say they got paid regular time, an additional 38% say it was time and a half, while 23% suggest a bonus arrangement.

Table 21 analyzes practices according to farm type.

TABLE 21

COMPENSATION FOR OVERTIME ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Overtime wages	28(13)	28(15)	27 (-)	27 (-)	22(17)	33(na)	20(na)	63(14)
Time off in lieu	40(40)	40(40)	45(36)	43(75)	39(50)	19(na)	35(na)	13(14)

Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.

Regardless of their stated practice, all employers were asked whether they thought employees should be compensated for extra hours worked. The majority (58%) says that they should be, while 31% disagree.

It should be noted that the majority of employers across each farm type supports the idea of compensating employees for overtime.

Among those who support the idea, almost half (48%) of all employers think overtime wages is the best way to compensate employees, 27% think time off is the best way, while 12% support a bonus idea.

4.2 Holidays

As we saw in Table 20, 47% of all employers say they provided employees with regularly scheduled holidays. Similarly, 53% of all employees say they received holidays at their last farm job.

Table 22 analyzes provision of holidays according to farm type.

TABLE 22

PROVIDE REGULARLY SCHEDULED HOLIDAYS
ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Yes	47(53)	41(47)	71(73)	47(50)	65(50)	48(na)	30(na)	38(86)

* Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.

As is evident from the data in Table 22, regularly scheduled holidays appears to be a more standard practice among those involved in dairy and hog production.

As shown in Table 23, a majority (52%) of those employers providing holidays reports to have given 6-8 days off per month. An additional 23% say they gave over eight days off per month.

Among employees receiving holidays at their last farm job, most (70%) say they received 6-8 days off per month.

TABLE 23

NUMBER OF DAYS OFF PER MONTH
ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Under 5	17(25)	16(15)	17(25)	19 (-)	10(33)	30(na)	33(na)	-(80)
6 - 8	52(70)	47(79)	63(63)	56(100)	53(67)	20(na)	67(na)	67(20)
Over 8	23 (6)	22 (6)	18(13)	21 (-)	37 (-)	50(na)	-(na)	33 (-)
Can't say	9 (-)	15 (-)	2 (-)	5 (-)	- (-)	-(na)	-(na)	- (-)

* Columns may not total 100% due to rounding.
Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.
Asked in those cases where holidays were given.

4.3 Written Agreements

As we saw in Table 20, 21% of all employers say that they have a written agreement with employees which outline the terms of employment. Sixteen percent (16%) of the employees surveyed claim this was the case at the farm they most recently worked.

As shown in Table 24, those involved in hog or beef production are more likely to report having had any such formal agreements.

TABLE 24

HAVE A WRITTEN AGREEMENT
ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Yes	21(15)	20(15)	22(18)	25 (-)	26(33)	10(na)	20(na)	13(20)

* Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.

However, a majority within each group agrees with the suggestion that an employer should have a written agreement with his employees which outlines the terms of employment.

"An employer should have a written agreement with his employees which outlines the terms of employment."

TABLE 25

EMPLOYER SHOULD HAVE WRITTEN AGREEMENT
ACCORDING TO FARM TYPE *

	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Agree strong	30(28)	27(25)	38(45)	37(25)	37 (-)	24(na)	15(na)	38(57)
Agree some	39(46)	40(46)	40(45)	35(50)	35(83)	19(na)	35(na)	50(14)
Disag. some	20(24)	21(26)	18 (9)	21(25)	24(17)	10(na)	30(na)	13(29)
Disag. str.	9 (2)	10 (3)	3 (-)	5 (-)	4 (-)	38(na)	10(na)	- (-)
No opinion	2 (-)	2 (-)	- (-)	2 (-)	- (-)	10(na)	10(na)	- (-)

* Columns may not total 100% due to rounding.
Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.

Employers involved in the poultry and vegetable production appear more opposed to the idea than others.

4.4 Accommodations

Sixty percent (60%) of all employers say that providing their employees with on-farm accommodations has been a standard practice on their farm. Those involved in dairy (76%) and beef (64%) are more likely than others to state this as being the case.

Most (90%) employers indicate that employee accommodation has not been a problem in their farming operation.

Among those who suggest the contrary, the most frequently cited complaints include: have no room for them (41%), invasion of privacy (20%), and the extra expense or work involved in accommodating them (20%).

Virtually all employees (99%) say that accommodations have not been a problem to them when working on a farm.

5.0 RECRUITMENT PRACTICES OF EMPLOYERS

Employers were asked whether they have ever experienced a problem in recruiting hired help. As shown in Table 26, over one-third (38%) suggest that they have.

"Have you ever experienced a problem in recruiting the kind of help you need?"

TABLE 26

PROBLEM IN RECRUITING HELP
ACCORDING TO FARM TYPE *

n = 750	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Yes	38	32	59	46	52	38	20	50
No	62	68	41	54	48	62	80	50

* Columns may not total 100% due to rounding.

From the comparisons, it is evident that dairy and hog producers are more likely than others to indicate that they have had a problem in recruiting help.

Analyzing the data by Farm Labour Pool district, we see that farmers in the South West and South East (both measured at 44%) are the most likely to say they have experienced difficulties in recruiting the kind of help they need.

As shown in Table 27, "lack of experience/training", and, "lack of responsible employees", head the list of reported problems.

"What was the nature of the problem?"

TABLE 27

NATURE OF THE PROBLEM
ACCORDING TO FARM TYPE *

n = 287	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Lack of experience/ training	40	43	50	26	29	25	25	25
Lack of responsible employees	36	32	35	45	46	25	25	50
Employees don't like working on a farm	9	7	13	12	8	38	-	-
Can't afford to pay employees enough	7	7	2	12	8	-	25	-
Work is seasonal/ turns employees off	6	7	-	2	4	13	25	25
Other	2	4	-	2	-	-	-	-

* Columns may not total 100% due to rounding.

Employers were also asked how they go about getting new farm employees. As shown in Table 28, word of mouth is by far the most frequently cited method.

"How do you go about getting new farm employees?"

TABLE 28

MEANS USED OF FINDING NEW FARM EMPLOYEES ACCORDING TO FARM TYPE *

n = 730	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs %	Other %
Word of mouth/ personal contacts	86	90	64	91	78	81	95	75
Canada Farm Labour Pool	22	16	48	25	37	5	15	13
Classified advertising	16	14	23	17	26	10	10	38
UIC/ Canada Manpower	5	5	1	3	4	19	15	25
Schools/Hire a Student	3	2	7	3	4	5	5	25
Other	3	3	5	-	2	-	-	-
No response	1	1	1	-	4	5	-	-

* Columns exceed 100% as responses include total mentions.

Just over one-fifth (22%) of all employers say they have used the Canada Farm Labour Pool to get new employees. This is found to be a more popular means among the dairy and hog producers surveyed.

Regionally, the same holds true for employers in the South East Farm Labour Pool district, at 25 percent.

Those who say they have used the Farm Labour Pool were asked whether they have been satisfied or dissatisfied with their services. As shown in Table 29, most (70%) report satisfaction in this respect.

"Overall, would you say you have been satisfied or dissatisfied with the services of the Canada Farm Labour Pool?"

TABLE 29

SATISFACTION WITH CANADA FARM LABOUR POOL
ACCORDING TO FARM LABOUR POOL DISTRICT *

n = 166	OVERALL %	NW %	NE %	CW %	CE %	SW %	SE %
Satisfied	70	69	69	63	88	71	68
Dissatisfied	22	27	19	29	4	29	24
No response	7	4	12	9	8	-	9

* Columns may not total 100% due to rounding.

As is evident from Table 29, those in the Central West and South West Farm Labour Pool districts are more likely to express dissatifaction with the service received.

Analyzing the data by farm type, we see that the same holds true for hog and dairy producers, where 41% and 26% in each respective group say they were dissatisfied with the service.

Table 30 outlines the reasons for dissatisfaction.

"What is the main reason for your dissatisfaction?"

TABLE 30

REASONS FOR DISSATISFACTION *

n = 37	Percent
Lack of experienced employees/Pool doesn't screen	41
Lazy/undependable employees provided	30
Don't have employees when needed/on time	30

* Column may not total 100% due to rounding.

The most common complaint relates to the perceived inexperience of the employees provided by the Farm Labour Pool.

6.0 OTHER PERSONNEL PRACTICES

Employers were read a list of personnel practices, and asked how often they followed each in managing their farm employees. In the case of employees, respondents were asked to indicate how often their most recent farm employer followed each practice.

Responses are shown in Table 31 below.

"I am going to read you a number of personnel practices, and would like you to tell me how often you/your most recent farm employer followed each in managing farm employees - is it always, sometimes, rarely or never?"

TABLE 31

FREQUENCY WITH WHICH PERSONNEL PRACTICES WERE FOLLOWED ACCORDING TO GROUP *

	Always %	Sometimes %	Rarely %	Never %	No op %
Provide clear job instruction	85 (70)	14 (26)	1 (2)	- (1)	- (1)
Encourage employees to ask questions and to discuss concerns they may have	81 (58)	15 (34)	2 (6)	2 (2)	- (-)
Praise or recognize employees for good service	74 (50)	23 (37)	2 (10)	- (2)	- (-)
Familiarize new employees with the farming operation and the management approach	74 (61)	18 (33)	5 (4)	3 (1)	- (1)
Check employees' work and correct them if necessary	72 (48)	24 (38)	3 (11)	1 (3)	- (-)
Provide adequate supervision	50 (52)	39 (37)	7 (9)	3 (2)	- (-)
Provide financial rewards to employees for good performance	43 (31)	34 (38)	12 (18)	9 (12)	1 (1)

* Rows sum horizontally and may not total 100% due to rounding.
Non-bracketed figures represent responses from employers; bracketed figures represent responses from employees.

Most of the employers surveyed say that they "always" follow most of the personnel practices read to them - providing clear job instruction, encouraging employees to ask questions, praising employees for good service, familiarizing new employees with the farming operation, and checking employees' work. This is found to be the case among employers across all farming operations.

However, only half (50%) of the employers say they always provide adequate supervision. Thirty-nine percent (39%) say it is only "sometimes", while 10% admit they "rarely" or "never" do this. The frequency with which supervision is provided is measured lower among the beef and hog producers surveyed.

Similarly, only 43% of the employers say they "always" provide financial rewards for good performance. Thirty-four percent say they "sometimes" follow this practice, while 21% admit they "rarely" or "never" do this. In this instance, frequency is measured lower among employers in the grain and beef industries.

Employees do not perceive their employers to have followed these practices with the same frequency. Those areas where the greatest variation in perception occur include: encouraging employees to ask questions, praising employees for good service, and checking employees' work.

Employees last employed in the beef and dairy industries are found to be more critical of their employers in virtually each instance.

7.0 SKILLS REQUIRED TO DO THE JOB

Employers were read a list of employee skills, and asked to rate each in terms of importance for their particular farming operation.

In the case of employees, respondents were asked to rate each in terms of how important it is for employees to have the skill in order to work on a farm similar to the one they most recently worked.

Mean ratings on a ten-point scale as assigned by the two groups are shown in Table 32, on the following page, according to farm type.

"I will now read you a number of skills which may be required for employees. On a scale of 1 to 10, where a 1 is not at all important, all the way to a 10 which is extremely important, please tell me how important it is for...

EMPLOYERS: ...your farm employees to possess each skill."

EMPLOYEES: ...employees to have each skill in order to work on a farm similar to the one you last worked on."

TABLE 32

SKILLS REQUIRED - ACCORDING TO FARM TYPE *

	Grain	Dairy	Beef	Hogs	Poultry	Vegetables	Other
Machinery Operation Skills							
Tractors	9.2 (9.3)	8.7 (9.6)	8.9 (9.0)	7.7 (8.2)	4.8 (n/a)	6.9 (n/a)	5.0 (9.1)
Cars and trucks	8.7 (8.5)	8.0 (8.7)	8.4 (8.3)	7.6 (7.2)	4.3 (n/a)	8.0 (n/a)	7.9 (7.3)
Grain loader	8.0 (8.4)	7.4 (8.3)	7.8 (8.8)	6.3 (6.3)	3.6 (n/a)	4.9 (n/a)	4.1 (8.4)
Tillage/seeding equip	8.2 (9.1)	6.4 (7.6)	8.0 (9.3)	5.5 (5.8)	2.6 (n/a)	5.9 (n/a)	3.2 (7.1)
Baler/haying equip	6.3 (7.0)	8.0 (9.5)	8.4 (9.3)	4.1 (4.8)	2.2 (n/a)	5.3 (n/a)	3.9 (8.6)
Sprayers	4.9 (8.7)	5.2 (6.4)	6.7 (7.3)	5.1 (4.8)	3.0 (n/a)	6.6 (n/a)	2.8 (7.3)
Other Skills							
Servicing & maintenance of machinery	7.9 (8.8)	7.7 (8.5)	7.9 (9.3)	7.7 (7.8)	4.5 (n/a)	6.2 (n/a)	5.3 (8.7)
Interpersonal skills	7.3 (8.3)	8.0 (9.3)	7.3 (8.3)	7.4 (6.8)	7.1 (n/a)	7.4 (n/a)	7.8 (8.3)
Livestock care, feeding and management	5.3 (6.5)	9.1 (9.5)	8.5 (9.5)	8.9 (9.3)	5.3 (n/a)	5.1 (n/a)	8.9 (8.6)
Building or fence repairs & maintenance	5.8 (5.6)	7.6 (8.4)	7.5 (8.3)	6.8 (4.2)	4.1 (n/a)	1.9 (n/a)	6.3 (5.9)
Crop production	5.1 (7.6)	3.8 (6.7)	3.0 (9.0)	3.8 (6.0)	2.1 (n/a)	5.0 (n/a)	2.5 (4.6)
Welding	4.4 (7.0)	3.7 (5.6)	4.8 (8.3)	3.5 (5.2)	2.9 (n/a)	3.6 (n/a)	1.7 (7.0)
Water systems repair and maintenance	3.5 (5.6)	5.0 (7.7)	5.1 (8.8)	3.4 (5.7)	3.0 (n/a)	4.8 (n/a)	3.7 (4.7)
Motor repair	4.1 (6.3)	3.3 (5.0)	4.6 (8.3)	4.8 (5.3)	2.8 (n/a)	3.3 (n/a)	2.6 (5.1)
Business management	3.5 (6.8)	3.6 (7.7)	3.9 (6.7)	3.6 (6.7)	2.2 (n/a)	3.9 (n/a)	2.0 (6.0)

* Non-bracketed figures represent mean ratings assigned by Employer Group; bracketed figures represent mean ratings assigned by Employee Group.

Looking at the ratings according to farm type, we note that employers in grain production award the highest ratings to machinery operating skills for tractors, car and trucks, tillage and seeding equipment, and grain loaders. This group also awards relatively high ratings to the servicing and maintenance of machinery. Interpersonal skills also receives a comparatively high rating, not only by this employer group, but most others as well.

Employees who last worked in grain production seem to agree with the employers as to which skills warrant higher ratings.

It is noteworthy that employees within each farm type assign higher ratings to virtually all skills than do their respective employers.

On the other hand, employers involved in dairy production assign the highest rating to livestock care, feeding and management (9.1). This group also awards relatively higher ratings to machinery operating skills for tractors, cars and trucks, and balers and haying equipment.

On the whole, dairy workers agree with employers as to which skills are more important, given their particular job.

Among employers involved in beef production, the highest ratings are awarded to livestock care, feeding, and management (8.5), and machinery operating skills for tractors, cars and trucks, balers and haying equipment, and tillage and seeding equipment.

Among employees in the beef industry, it is interesting to note the consistently high ratings assigned to virtually every skill. In fact, 7.3 is the lowest rating assigned by this group (for machinery operating skills for sprayers). Also noteworthy is the comparatively higher rating assigned by employees than employers to the servicing and maintenance of machinery. This ranks first among employees in the beef industry, while sixth among the employers.

As with the other livestock producers surveyed, employers in the hog industry assign the highest rating to livestock care, feeding and management (8.9). Servicing and maintenance of machinery also receives a comparatively high rating from this group, as do machinery operating skills for tractors, and cars and trucks.

Employees involved in hog production do not appear to be vary in their perception of which skills are perceived as being the most important.

Employers were asked to classify the skill level of their employees. Most (79%) classify their employees as either semi-skilled or skilled. Variation by farm type is shown in Table 33 below.

"How would you classify the skill level of your employees?"

TABLE 33

SKILL LEVEL OF EMPLOYEES - EMPLOYER GROUP ONLY
ACCORDING TO FARM TYPE *

n = 750	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs. %	Other %
Non-skilled	22	18	21	23	28	38	75	50
Semi-skilled	45	44	55	41	50	38	15	38
Skilled	34	38	24	36	22	24	10	13

* Columns may not total 100% due to rounding.

Majorities within each farm type classify their employees as at least semi-skilled, except for vegetable producers where most are classified as non-skilled.

Almost half of all employers say their employees have lacked the skills required to adequately perform their job. As shown Table 34, this sentiment is measured highest among hog and dairy producers.

"Have any of your employees lacked the skills required to adequately carry out the work you expected them to do?"

TABLE 34

HAVE EMPLOYEES LACKED SKILLS - EMPLOYER GROUP ONLY
ACCORDING TO FARM TYPE *

n = 750	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs. %	Other %
Yes	48	43	60	52	63	48	45	63
No	51	56	40	46	35	52	55	38
No response	1	1	-	2	2	-	-	-

* Columns may not total 100% due to rounding.

Table 35 analyzes the skills lacked, according to farm type.

"What skills did they lack?"

TABLE 35

SKILLS LACKED - EMPLOYER GROUP ONLY
ACCORDING TO FARM TYPE *

n = 360	OVERALL %	Grain %	Dairy %	Beef %	Hogs %	Poultry %	Vegs. %	Other %
Mechanical aptitude/ lacked experience with equipment	59	70	60	48	38	-	33	-
Did not understand the work to be done	16	12	16	13	45	30	22	20
Unwilling to accept responsibility	9	6	9	21	-	10	22	20
Put no effort into the job	13	9	15	10	14	50	22	60
No response	3	3	-	8	3	10	-	-

* Columns may not total 100% due to rounding.

Mechanical aptitude, or general lack of experience with equipment, is seen by the greatest number as that skill which was lacking by employees.

The following examines the attitudes of employers and employees toward training.

8.0 NEED FOR TRAINING

As seen by the high level of agreement to the following statement, most employers (71%) feel new farm employees should receive farm employment training before working on a farm. This sentiment is found to be particularly strong among employers in the hog industry (strongly agree: 48%; somewhat agree: 35%).

"New farm employees should receive farm employment training before working on a farm."

TABLE 36

NEW FARM EMPLOYEES SHOULD RECEIVE TRAINING
EMPLOYER GROUP ONLY *

n = 750		%
Agree strongly	38	
Agree somewhat	33	
		71
Disagree somewhat	19	
Disagree strongly	9	
		28
No opinion		2

* Columns may not total 100 due to rounding.

Most (75%) of the employers who agree with the statement feel that the training should be a combination of on-and off-farm training. This is found to be the case across all farm types.

When asked how long they felt such a training program should last, one-third (31%) say it should last less than three months; 23% say anywhere from three to six months, 15% say six months to a year, while 9% say it should last more than a year. Twenty-three percent (23%) did not express an opinion on the matter.

Approximately one-third (30%) of the employees surveyed agree at least somewhat with the suggestion that they need more training for the type of work they do.

"I feel I need more training for the type of work I do."

TABLE 37

I NEED MORE TRAINING EMPLOYEE GROUP *		
n = 100		%
Agree strongly	5	
Agree somewhat	25	
		30
Disagree somewhat	54	
Disagree strongly	15	
		69
No opinion		1

* Columns may not total 100% due to rounding.

Employees involved in grain (32%) and hog production (33%) are more likely than others to agree with the statement.

Employees who suggested that they require more training, were asked what type of training they would like to receive. Responses are shown in Table 38 below.

"What type of training would you like to receive?"

TABLE 38

TYPE OF TRAINING REQUIRED
EMPLOYEE GROUP *

n = 30	Percent
Farm machinery operating skills	30
Farm machinery service/maintenance	30
Livestock production/management	13
Crop production/management	10
Other	9
Don't know -	7

* Column may not total 100% due to rounding.

It is evident that most of these employees would like to receive more training in operating and servicing farm machinery.

Just over half (57%) of those who suggest they require more training say that a combination of on-farm and off-farm training works best for them. Fourty-three (43%) say on-farm training only.

The majority of these employees (57%) suggests that a training program of less than three months is all that is required, 13% say it should be anywhere from three to six months, 17% say six months to a year, while 10% say over one year.

Those employers and employees who perceive a need for training were asked whether financial assistance should be available to people wishing to take such training.

As shown in Table 39, most respondents in each group feel such assistance should be made available.

"Should financial assistance be available to people wishing to take such training?"

TABLE 39

NEED FOR FINANCIAL ASSISTANCE ACCORDING TO GROUP *

	Employer %	Employee %
Yes	80	90
No	15	10
Not sure	5	-

* Columns may not total 100% due to rounding.
Asked to those who perceive a need for training.

Those who felt a need for financial assistance were asked who should provide it. Most of the respondents in both groups feel the cost should be shared by the government and the employer, as shown in Table 40 below.

"Who should provide such financial assistance - do you think it should be only the government, only the employer, or should the cost be shared by the government and the employer?"

TABLE 40

SOURCE OF FINANCIAL ASSISTANCE ACCORDING TO GROUP *

	Employer %	Employee %
Government	28	4
Employer	2	4
Shared - gov't/employer	69	89
Not sure	2	4

* Columns may not total 100% due to rounding. Asked to those who perceive a need for financial assistance for training.

Those say there is a need for financial assistance were asked a question dealing with eligibility. As shown in Table 41, the majority of employers (53%) who feel there is a need for financial assistance say it should go only to those who are screened to ensure they are suited for farm employment. This compares with 41% of the employee group.

On the other hand, the majority of employees (59%) supports the idea of making financial assistance available to all who want it. This compares with 40% of the employers who support this idea.

The idea of providing financial assistance to only those who have limited farm experience, and have no other means of earning an income, receives virtually no support.

"Some people say that financial assistance for training should be available to only those who have limited farm experience and have no other means of earning an income. Others say it should be only available to those who are screened to ensure they are suited for farm employment. Still others say financial assistance should be made available to all who want it. How do you feel about this?"

TABLE 41

WHO SHOULD RECEIVE FINANCIAL ASSISTANCE ACCORDING TO GROUP *

	Employer %	Employee %
Those with limited farm experience	5	-
Those who are suited	33	41
All who want it	40	39
No opinion	3	-

* Columns may not total 100% due to rounding. Asked to those who perceive a need for financial assistance for training.

As shown in Table 42, pluralities within each group (employers: 48%; employees: 41%) feel the employee should have to pay 25% - 50% of the total training cost.

"How much of the total cost should be paid by the employee who wishes to take the training?"

TABLE 42

HOW MUCH SHOULD BE PAID BY EMPLOYEE ACCORDING TO GROUP *

	Employer %	Employee %
Nothing	14	26
Less than 25%	25	26
25% - 50%	48	41
Over 50%	8	-
Can't say	6	7

* Columns may not total 100% due to rounding.
Asked to those who perceive a need for training.

9.0 ATTITUDES TOWARD LABOUR LEGISLATION FOR FARM WORKERS

Employees were read a statement dealing with the need for labour legislation to protect farm workers, and asked for their level of agreement or disagreement.

As shown in Table 43, just over two-thirds of all employees (68%) agree at least somewhat with the suggestion that there should be labour legislation which gives farm workers greater protection.

"There should be labour legislation which gives farm workers more protection."

TABLE 43

SHOULD BE LABOUR LEGISLATION FOR FARM WORKERS
EMPLOYEE GROUP ONLY *

n = 100		%
Agree strongly	30	
Agree somewhat	38	
		68
Disagree somewhat	26	
Disagree strongly	4	
		30
No opinion		2

* Columns may not total 100% due to rounding.

Employees who agreed with the statement, were asked what type of protection they felt was required.

A variety of responses were provided, the most popular of which deal with hours of work and workers' compensation. Responses are outlined in Table 44 below.

"What type of protection do you feel farm employees need?"

TABLE 44

TYPE OF PROTECTION NEEDED
EMPLOYEE GROUP ONLY *

n = 68	Percent
Hours of work	28
Workers' Compensation	28
Holidays with pay	19
Minimum wages	13
Job security	12
Safety precautions	9
Recovery of wages not paid	4
Other	6

* Column may not total 100% due to rounding.

Employers were asked to agree or disagree with a statement dealing with their support for labour legislation.

As shown in Table 45 on the following page, there is no real consensus on whether employers would support labour legislation for farm workers, even if it took into consideration the special needs of farming such as hours of work. This is found to be the case across all types of farming operations.

"I would support labour legislation for farm workers if the special needs of farming such as hours of work were taken into consideration."

TABLE 45

WOULD SUPPORT LABOUR LEGISLATION FOR FARM WORKERS
EMPLOYER GROUP ONLY *

n = 750		%
Agree strongly	19	
Agree somewhat	28	
		47
Disagree somewhat	20	
Disagree strongly	23	
		43
No opinion		9

* Columns may not total 100% due to rounding.

Employers were read a list of provisions, and asked whether farm workers should have greater protection under each. Responses are shown in Table 46 below.

TABLE 46

SUPPORT FOR SELECTED PROVISIONS
EMPLOYER GROUP ONLY *

n = 750	Yes %	No %	Not sure %
Recovery of lost wages not paid	88	7	5
Minimum wages	69	26	6
Holidays with pay	52	42	6
Hours of work	45	45	10

* Rows sum horizontally and may not total 100% due to rounding.

As shown in Table 46, a majority supports greater protection for employees for the recovery of wages not paid by employers (88%), and to a lesser extent, minimum wages (69%).

However, the issue of holidays with pay is met with more opposition (42% say employees should not have greater protection in this area).

Producers in dairy (71%) and hogs (61%) are found to be the most supportive of the idea, while grain producers are found to be the least supportive at 52 percent.

There is an even split of opinion as to whether farm workers should have greater protection for hours of work. Employers in the hog (59%) and poultry (52%) industries appear more opposed than others to this idea.

Nevertheless, most employers (79%), as well as employees (82%) agree at least somewhat with the suggestion that workers' compensation should be compulsory for all farm employees, as shown in Table 47 on the following page.

"Workers' Compensation should be compulsory for farm employees."

TABLE 47

WORKERS' COMPENSATION SHOULD BE COMPULSORY ACCORDING TO GROUP *

	Employer %		Employee %	
Agree strongly	43		57	
Agree somewhat	36		25	
		79		82
Disagree somewhat	12		7	
Disagree strongly	7		0	
		19		7
No opinion		3		1

* Columns may not total 100% due to rounding.

Clear majorities within each type of farming operation agree with this suggestion.

FARM EMPLOYMENT NEEDS - EMPLOYERS

FINAL DRAFT - March 9,1987

Hello, my name is _____ with Opinion Research and we're calling farmers at random to get their views on farm employment. May I speak to that person responsible for managing the farming operation?

1. Besides family labour, have you had any hired help on your farm in the past three years?

__ yes __ no (Thank and terminate interview.)

1a. Have you ever experienced a problem in recruiting the kind of help you need?

__ yes __no

Go to Q. 2a.

1b. What was the nature of the problem?

__ lack of responsible/ hard working employees
__ lack of training/ experience
__ can't afford to pay employees enough
__ work is seasonal/ turns employees off
__ employees don't like woking on a farm
__ other (please specify) _____

2a. How do you go about getting new farm employees? (Check as many as apply - Do not read choices.)

__ Canada Farm Labour Pool __ classified advertising
__ word of mouth/ friends/ personal contacts
__ other advertising (please specify) _____
__ other (please specify) _____

(If Farm Labour Pool has been used by respondant, ask Q. 2b)...

2b. Overall, would you say you have been satisfied or dissatisfied with the services of the Farm Labour Pool?

__ dissatisfied / __ satisfied
/ __ no response
/ Go to Q. 3a

2c. What is the main reason for your dissatisfaction?

_____

3a. How many casual or part-time employees did you have last year?

__ none
__ 1 - 2
__ 3 - 5
__ over 5
__ can't remember

3b. How many seasonal employees did you have last year?

__ none
__ 1 - 2
__ 3 - 5
__ over 5
__ can't remember

3c. And about how many did you employ on a year-round basis?

__ none
__ 1 - 2
__ 3 - 5
__ over 5
__ can't remember

(If respondent answers 'none' to Q3a, 3b, and 3c, go to Q. 5)

3d. Looking at last year, what was the average number of hours that your employees worked per day during seeding?

__ under 10
__ 10 - 14
__ over 14
__ can't remember
__ did not hire help during that period/ not in grain

3e. What about during harvesting?

__ under 10
__ 10 - 14
__ over 14
__ can't remember
__ did not hire help during that period/ not in grain

3f. What was the average number of hours your employees worked per month from April to October of last year?

__ under 160 hours (less than 40 hrs/week)
__ 160 - 180 (40-45 hrs/week)
__ 181 - 200 (46-50 hrs/week)
__ over 200 (over 50 hrs/week)
__ can't remember
__ did not hire help during that period

3g. And what was the average number of hours they worked per month from November until now?

__ under 120 hours (under 30 hrs/week)
__ 120 - 140 (30-35 hrs/week)
__ 141 - 160 (36-40 hrs/week)
__ over 160 (over 40 hrs/week)
__ can't remember

4. Do you normally pay your employees on a monthly or an hourly basis?

__ monthly / __ hourly

4a. What was the average level of gross wages you paid your employees per month last year?

__ less than $800 per month
__ $800-999 per month
__ $1,000-1,199 per month
__ $1,200-1,600 per month
__ Over $1600 per month
__ can't remember

4b. What was the hourly rate?

__ less than $4.50/hour
__ $4.50 - $6.50
__ $6.51 - $9.00
__ over $9.00/hour
__ can't remember

4c. Were any of the wages subsidized by a government program?

__ yes __ no __ don't remember

5. On average, how long do your employees work for you - less than 1 year, 1 to 5 years, or more than five years?

__ less than 1 yr. __ 1 to 5 yrs. __ more than 5 yrs.

6. How would you classify the skill level of your employees? Would you say it is mostly non-skilled, semi-skilled, or skilled?

__ non-skilled __ semi-skilled __ skilled

7. Do you think employees should be compensated for extra hours worked?

__ yes __ no __ not sure
<----------Go to Q. 8--------->

7a. What do you think is the best way to compensate employees for working overtime? (Do not read responses)

__ overtime wages __ time off __ other _____
__ can't say

8. I am going to read you a number of employment practices, and would like you to tell me whether each has been a standard practice on <u>your</u> farming operation. First of all...

	Yes	No	Can't remember
a) pay overtime wages for extra hours worked.	___	___	___
(If respondent answers no to Q8a, ask Q8b)... b) give employees time off in lieu of overtime wages.	___	___	___
c) give employees regularly scheduled holidays	___	___	___
d) have a written agreement with employees which outlines the terms of employment	___	___	___
e) provide employees with on-farm accommodation.	___	___	___

(If respondent answered 'yes' to Q. 8a, ask Q9)...

9. At what rate do you normally pay overtime, is it regular time, time and a half, double time, or at some other rate?

__ regular __ time and a half __ double time __ other _____

(If respondent answered 'yes' to Q. 8c, ask Q.10)...

10. Approximately how many days per month do your employees get off?

__ under 5 (1 day/wk.) __ 6 - 8 (1 1/2 - 2 days/wk)
__ over 8 (over 2 days/ wk.) __ can't say

(If respondent answered 'yes' to Q. 8e, ask Q.11a)...

11a. Has employee accommodation been a problem in your farming operation?

__ yes __ no __ no response
------- Go to Q. 12 ----------

11b. In what way has it been a problem?

_____

12. How likely do you think it is that you will continue to hire help in the next few years. Would you say it is very likely, somewhat likely, somewhat unlikely, or very unlikely?

__ very likely __ somewhat likely
__somewhat unlikely __ very unlikely __ can't say/ no response

__ don't know/ no response

13. Have any of your employees lacked the skills required to adequately carry out the work you expected them to do?

__ yes __ no __ can't say
<-----Go to Q.14------>

13a. What skills did they lack?

__ mechanical aptitude/ lacked experience with equipment
__ did not understand the work to be done/ could not follow instructions
__ unwilling to accept responsibility
__ put no effort into their job
__ other (please specify) _____
__ don't know/ no response

14. I will now read you a number of skills which may be required for employees working on <u>your</u> farm. On a scale of 1 to 10, where a 1 is not at all important all the way to a 10 which is extremely important, please tell me how important it is for your farm employees to possess each skill. First of all let's look at machinery operating skills for...

a) cars and trucks 1 2 3 4 5 6 7 8 9 10

b) tractors	1	2	3	4	5	6	7	8	9	10
c) tillage and seeding equipment	1	2	3	4	5	6	7	8	9	10
d) balers and haying equipment	1	2	3	4	5	6	7	8	9	10
e) sprayers	1	2	3	4	5	6	7	8	9	10
f) grain loaders	1	2	3	4	5	6	7	8	9	10

Now I'd like to look at a few additional skills. On a scale of 1 to 10, how important is it that your farm employees possess skills in...

g) servicing & maintenance of machinery	1	2	3	4	5	6	7	8	9	10
h) welding	1	2	3	4	5	6	7	8	9	10
i) motor repair	1	2	3	4	5	6	7	8	9	10
j) building or fence repair and maintenance	1	2	3	4	5	6	7	8	9	10
k) water systems repair and maintenance	1	2	3	4	5	6	7	8	9	10
l) livestock care, feeding, and management	1	2	3	4	5	6	7	8	9	10
m) crop production	1	2	3	4	5	6	7	8	9	10
n) business management	1	2	3	4	5	6	7	8	9	10
o) interpersonal skills	1	2	3	4	5	6	7	8	9	10

15. I am going to read you a number of personnel practices, and would like you to tell me how often you follow each in managing your farm employees - is it always, sometimes, rarely or never. First of all...

	Always	Sometimes	Rarely	Never	No op.
a) familiarize new employees with your farming operation and your management approach	—	—	—	—	—
b) provide clear job instructions	—	—	—	—	—
c) provide adequate supervision	—	—	—	—	—
d) check employees' work and correct them if necessary	—	—	—	—	—
e) encourage employees to ask questions and to discuss concerns they may have	—	—	—	—	—

f) praise or recognize employees for good service ___ ___ ___ ___ ___

g) provide financial rewards to employees for good performance ___ ___ ___ ___ ___

16. I am now going to read you a number of statements. Please tell me whether you agree strongly, agree somewhat, disagree somewhat, or disagree strongly with each. First of all...

	Agree Strong.	Agree Some.	Disagree Some.	Disagree Strong.	No op
a) An employer should have a written agreement with his employees which outlines the terms of employment.	___	___	___	___	___
b) I would support labour legislation for farm workers if the special needs of farming, such as hours of work, were taken into consideration.	___	___	___	___	___
c) Workers' Compensation should be compulsory for farm employees.	___	___	___	___	___
d) New farm employees should receive farm employment training before working on a farm.	___	___	___	___	___

17. Please tell me whether you feel farm workers should have greater protection under the following provisions...

	Yes	No	Not sure
a) minimum wages	___	___	___
b) holidays with pay	___	___	___
c) recovery of wages not paid by an employer	___	___	___
d) hours of work	___	___	___

(If respondents 'agree somewhat or strongly' with Q. 16d. ask Q. 18)...

18. What kind of training do you feel is needed? (Read first three choices)

__ on-farm training only?
__ off-farm skill training?
__ or a combination of on and off farm skills training?
__ not sure

18a. How long a training program do you feel is needed? (Do not read choices)

__ less than 3 months __3-6 months __over 6 months to 1 year
__ over 1 year, but less than 2 __ over 2 years __ not sure

18b. Should financial assistance be available to people wishing to take such training?

__ yes __ no __ not sure
<--------Go to Q. 19------->

18c. Who should provide such financial assistance - do you think it should be only the government, only the employer, or should the cost be shared by the government and the employer?

__ gov't __ employer __ shared __ not sure

18d. Some people say that financial assistance for training should be available to only those who have limited farm experience and have no other means of earning an income. Others say it should be only available to those who are screened to ensure they are suited for farm employment. Still others say financial assistance should be made available to all those who want it. How do you feel about this?

__ those with limited farm experience
__ those who are suited
__ all those who want it
__ no opinion

18e. How much of the total cost should be paid by the employee who wishes to take training? (Do not read choices)

__ nothing __ less than 25% __ 25 - 50% __ over 50%

19. What changes do you feel are needed to improve the farm employment situation in Saskatchewan?

And finally, just a few questions for statistical purposes.

20. Would your main farm business be...(read choices)

__ grain farming? --> Go to Q. 20a
__ beef cattle? --> Go to Q. 20b
__ dairy production? --> Go to Q. 20c
__ hogs? --> Go to Q. 20d
__ sheep? --> Go to Q. 20e
__ poultry? --> Go to Q. 20f
__ or vegetables? --> Go to Q. 21

a. And would your total land base, including rented land, be.... (read choices)

__ under 640 acres? (under 1 section)
__ 640 - 1280 acres? (1 to 2 sections)
__ 1281 - 1920 acres? (2 to 3 sections)
__ 1921 - 2560 acres? (3 to 4 sections)
__ or over 2560 acres? (over 4 sections)
__ refused
<----------Go to Q. 21---------->

b. Could you tell me the number of cows and bred heifers you have? Is it.... (read choices)

__ under 50?
__ 50 - 100?
__ 101 - 200?
__ or over 200?
__ refused
<-Go to Q. 21->

c. And the approximate size of your milking herd? Is it...(read choices)

__ under 25 head?
__ 25 - 49?
__ 50 - 75?
__ or over 75 head?
__ refused
<-Go to Q. 21->

d. How many did you market in 1986? Was it.... (read choices)

__ under 300?
__ 300 - 1000?
__ or over 1000?
__ refused
<-Go to Q. 21->

e. And the approximate size of your herd? Is it.... (read choices)

__ under 25 head?
__ 25 - 49?
__ 50 - 75?
__ or over 75 head?
__ refused
<-Go to Q. 21->

f. Would that be.... (read choices)

__ eggs?
__ or broiler chickens?

21. And would your annual sales from the entire farming operation be...(read choices)

__ under $25,000 __ $25,000-$50,000 __ $50,001-$100,000 __ over $100,000

THANK YOU VERY MUCH FOR YOUR TIME.

22. Farm Labour Pool district:

__ North West
__ North East
__ Central West
__ Central East
__ South West
__ South East

FARM EMPLOYMENT NEEDS - EMPLOYEES

FINAL DRAFT - March 17, 1987

Hello, my name is _____ with Opinion Research and we're calling farm employees at random to get their views on farm employment. May I speak to the person in your household who has been employed on a farm? (If more than one, ask to speak to the person with the most experience. If no one in the household has ever been employed on a farm, thank and terminate interview.)

1. Have you worked on a farm in the past three years?

__ yes __ no (Thank and terminate)

1a. How many years have you worked as a farm employee?

__ less than 1 year __ 1-5 years __ over 5 years

1b. What kind of farm did you last work on? (Do not read choices)

__ grain __ beef cattle __ dairy __ hogs
__ sheep __ poultry __ vegetable
__ other (please specify)_____

1c. Were you employed on a casual or part-time, seasonal, or year-round basis?

__ casual/part-time __ seasonal __ year-round __ can't remember

1d. How long did you work for your most recent farm employer? (Do not read choices)

__ less than 1 year __ 1 - 5 years __ over 5 years __ can't remember

2a. Looking at your most recent farm job, what was the average number of hours that you worked per day during seeding? (Do not read choices)

__ under 10 __ 10-14 __ over 14
__ can't remember __ have never worked that period

2b. What about during harvesting? (Do not read choices)

__ under 10 __ 10-14 __ over 14
__ can't remember __ have never worked that period

2c. And what was the average number of hours you worked per month during the period from April until October? (Do not read choices)

__ under 160 hours (less than 40 hours/week
__ 160-180 hours (40-45 hours/week)
__ 181-200 hours (46-50 hours/week)
__ over 200 hours (over 50 hours/week)
__ can't remember
__ have never worked that period

2d. And what was the average number of hours you worked per month during the period from November until March? (Do not read choices)

__ under 120 hours (less than 30 hours/week
__ 120-140 hours (30-35 hours/week)
__ 141-160 hours (36-40 hours/week)
__ over 160 hours (over 40 hours/week)
__ can't remember
__ have never worked that period

3. Were you employed on a farm last year?

__ yes __ no (Go to Q. 4)

3a. Were you paid on a monthly or an hourly basis?

__ monthly / __ hourly

3b. What was the average level of gross wages you got paid per month last year? (Do not read choices)
__ less than $800/month
__ $800-999/month
__ $1,000-1,199/month
__ $1,200-1,600/month
__ over $1600/month
__ can't remember

3c. What was the hourly rate? (Do not read choices)
__ less than $4.50/hr.
__ $4.50-$6.50/hr.
__ $6.51-9.00/hr.
__ over $9.00/hr.
__ can't remember

4. I am going to read you a number of employment practises, and would like you to tell me whether each was followed at the farm you have most recently worked.

	Yes	No	Can't remember
a) getting paid overtime wages for extra hours worked.	___	___	___
(If respondent answers 'no' to Q4a, ask Q4b...) b) getting time off instead of getting paid overtime wages.	___	___	___
c) getting regularly scheduled holidays	___	___	___
d) having a written agreement with your employer which outlines the terms of employment.	___	___	___

(If respondent answered 'yes' to Q 4a., ask Q5)...

5. At what rate were you paid overtime, was it regular time, time and a half, double time, or at some other rate?

__ regular __ time and a half __ double __ other_____

(If respondent answered 'yes' to Q. 4b, ask Q6)...

6. Are you satisfied with getting time off instead of being paid overtime?

__ yes __ no __ not sure

(If respondent answered 'yes' to Q. 4c, ask Q7)...

7. Approximately how many days per month did you normally get off? (Do not read choices)

__ under 5 (1 day/wk.) __ 6-8 (1 1/2 - 2 days/wk.
__ over 8 (over 2 days/wk.) __ can't remember

8. Has accommodations ever been a problem for you when working on a farm?

__ yes __ no __ no response
<--------Go to Q. 9------->

8a. In what way has it been a problem?

---

9. How likely is it that you will continue to seek employment on a farm in the next few years - is it very likely, somewhat likely, somewhat unlikely, or very unlikely?

__ very likely __ somewhat likely
__ somewhat unlikely __ very unlikely __ can't say/ no response

10. I will now read you a number of skills which may be required for farm employees. On a scale of 1 to 10, where a 1 is not at all important all the way to a 10 which is extremely important, please tell me how important it is for employees to have each skill in order to work on a farm similar to the one you last worked. First of all let's look at machinery operating skills for... .

a) cars and trucks	1	2	3	4	5	6	7	8	9	10
b) tractors	1	2	3	4	5	6	7	8	9	10
c) tillage and seeding equipment	1	2	3	4	5	6	7	8	9	10
d) balers and haying equipment	1	2	3	4	5	6	7	8	9	10
e) sprayers	1	2	3	4	5	6	7	8	9	10
f) grain loaders	1	2	3	4	5	6	7	8	9	10

Now I'd like to look at a few additional skills. Using the 1 to 10 scale, in order to work on a farm similar to the one you last worked on, how important is it that farm employees have skills in...

g) servicing & maintenance of machinery	1	2	3	4	5	6	7	8	9	10
h) welding	1	2	3	4	5	6	7	8	9	10
i) motor repair	1	2	3	4	5	6	7	8	9	10
j) building or fence repair and maintenance	1	2	3	4	5	6	7	8	9	10

k) water systems repair and maintenance	1	2	3	4	5	6	7	8	9	10
l) livestock care, feeding, and management	1	2	3	4	5	6	7	8	9	10
m) crop production	1	2	3	4	5	6	7	8	9	10
n) business management	1	2	3	4	5	6	7	8	9	10
o) interpersonal skills	1	2	3	4	5	6	7	8	9	10

11. I am going to read you a number of personnel practices, and would like you to tell me how often your most recent farm employer followed each in managing his employees - was it always, sometimes, rarely or never. First of all, how often did he...

	Always	Sometimes	Rarely	Never	No op.
a) familiarize new employees with the farming operation and his management approach	___	___	___	___	___
b) provide clear job instructions	___	___	___	___	___
c) provide adequate supervision	___	___	___	___	___
d) check your work and correct you if necessary	___	___	___	___	___
e) encourage you to ask questions and to discuss concerns you may have	___	___	___	___	___
f) praise or recogniza you for good service	___	___	___	___	___
g) provide you with financial rewards for good performance	___	___	___	___	___

12. I am now going to read you a number of statements. Please tell me whether you agree strongly, agree somewhat, disagree somewhat, or disagree strongly with each. First of all...

	Agree Strong.	Agree Some.	Disagree Some.	Disagree Strong.	No op.
a. A farm employee should have a written agreement with his employer which outlines the terms of employment.	___	___	___	___	___
b. Workers' Compensation should be compulsory for farm employees.	___	___	___	___	___

c. I would recommend farm employment as a career to young people. ___ ___ ___ ___ ___

d. I feel I need more training for the type of work I do. ___ ___ ___ ___ ___

e. There should be legislation which gives farm workers more protection. ___ ___ ___ ___ ___

(If respondent agreed strongly or somewhat with Q12e, ask Q13)...

13. What type of protection do you feel farm employees need? (Do not read choices - check as many as apply)

__ minimum wages __ holidays with pay __ hours of work
__ recovery of wages not paid by employer __ other _____

(If respondent agreed strongly or somewhat with Q12d, ask Q14 series)...

14. Earlier you agreed that you need more training for the type of work you do. What kind of training would you like to get? (Do not read choices)

__ farm machinery operating
__ farm machinery maintenance/service
__ welding
__ crop production/management
__ livestock production/management
__ business management
__ other _____
__ don't know

14a. What training works best for you? (Read first three choices)

__ on-farm training only?
__ off-farm skill training?
__ or a combination of on and off farm skills training?
__ not sure

14b. How long a training program do you feel is needed? (Do not read choices)

__ less than 3 months __ 3-6 months __ over 6 months to a year
__ over 1 year, but less than 2 __ over 2 years __ not sure

14c. Should financial assistance be available to people wishing to take such training?

__ yes __ no __ not sure
<-----Go to Q15------>

14d. Who should provide such financial assistance - do you think it should be only the government, only the employer, or should the cost be shared by the government and the employer?

__ gov't __ employer __ shared __ not sure

14e. Some people say that financial assistance for training should be available to only those who have limited farm experience and have no other means of earning an income. Others say it should be only available to those who are screened to ensure they are suited for farm employment. Still others say financial assistance should be made available to all employees who want it. How do you feel about this?

__ those with limited farm experience
__ those who are suited
__ all those who want it
__ no opinion

14f. How much of the total cost should be paid by the employee who wishes to take the training? (Do not read choices)

__ nothing __ less than 25% __ 25 - 50% __ over 50%

(If respondent disagreed somewhat or strongly with Q12c, ask Q15)...\\

15. Earlier you had indicated that you would not recommend farm employment as a career to young people. Why would you not recommend farm employment to young people? (Do not read choices)

__ low wages __ not steady/ not enough hours __ hard work
__ agriculture economy unstable __ other _____

16. Why did you choose to work on a farm? (Do not read choices)

__ raised on a farm/ have the background
__ like the work
__ no other work available
__ other (please specify)_____
__ can't say/ no response

17. What changes do you feel are needed to make farm employment a more attractive career?

_____

And finally, just a few statistical questions to help us with this survey.

18. Could you tell your age please? Is it...(Read choices)

__ under 25?
__ 25 - 40?
__ 41 - 60?
__ or over 60?
__ refused

19. And what is the highest level of education that you have attained? Is it...(Read choices)

__ elementary school or less?
__ some high school?
__ high school graduate?
__ some university or tech school?
__ or university or tech school graduate?
__ refused

20. Did you receive any other kind of training?

If yes, what kind of training?_____

21. What is your background? Did you...(Read choices)
__ grow up on a farm?
__ in a small town?
__ or in a city?

22. Other than working on a farm, have you held any other jobs in the past three years?

__ yes __ no (Thank and terminate)

22a. What other kind of work have you done? (Do not read choices)

__ construction/ homebuilding __ mechanics
__ truck driving/ transporting __ other (please specify)_____

THANK YOU VERY MUCH FOR YOUR TIME.

FARM LABOUR POOL DISTRICTS